

RESOURCES FOR PRIVATE SECTOR EMPLOYERS

“I KNOW THAT I’M MISSING A LEG, AND WHEN I LOOK DOWN I CAN TELL IT, BUT AS SOON AS I SWING MY LEG OFF THE BED AND I PUT ON THAT PROSTHETIC DEVICE AND STAND UP, I’M JUST LIKE EVERY OTHER PERSON WHO GETS UP IN THE MORNING AND GOES TO WORK AND PLAYS THEIR PART IN SOCIETY.”

— SFC John Wright, wounded warrior

While a large percentage of wounded, ill, and injured servicemembers return to active duty, many separate from the military and look forward to contributing as productive members of society—and the civilian workforce. These highly trained professionals are qualified to contribute to many parts of the private sector. You can help them get there by considering their qualifications matched to your human capital needs.

WHAT STEPS CAN I TAKE TO HIRE AND RETAIN VETERANS, WOUNDED WARRIORS AND THEIR FAMILIES?

There are many steps private employers can take to recruit and retain wounded warriors, Veterans, and their Families. As with any targeted population, a clear company vision is critical—and must be communicated from the top down and understood from the bottom up. Communicating a clear vision will help those responsible to create goals and report challenges and successes. This can be accomplished by following the following steps:

- **Create** a committee on Veteran hiring. Include people from different parts of the organization and include Veterans and/or Veteran spouses.
- **Educate** human resource managers and supervisors on the challenges facing today’s wounded warriors, including common injury types, such as post-traumatic stress disorder and traumatic brain injury.
- **Learn** how to write effective position descriptions to make the transition from the military to the civilian workforce easier to understand and less complicated—for both the future employee and your current staff.
- **Institute** effective accommodation policies and practices, including the promotion of flexible workplace strategies. Be sure all employees are made aware of the organization’s resources for discussing and accessing accommodations.
- **Develop** internship programs to help groom entry-level Veterans or those changing career fields and teach them how to perform in your industry.
- **Create** consistent and proactive onboarding procedures to help your organization to retain Veteran and wounded warrior employees—and help them to grow within your company.
- **Recruit** from reliable sources, such as Transition Coordinators at the Army’s Warrior Transition Units (WTUs) or Army Wounded Warrior Program (AW2) Career Coordinators—and use these sources to support hiring and retention.

MENTORING: YOUR KEY TO RETENTION

Connect your wounded warrior hires with senior leaders, other Veterans, and star performers throughout your organization.

Strong mentoring programs help your Veterans fully integrate into the workplace by:

- Teaching them your organization’s culture
- Helping them understand expectations
- Increasing morale and diversity throughout your workplace
- Providing peer to peer support

FOR MORE INFORMATION ON HIRING VETERANS, WOUNDED WARRIORS OR MILITARY FAMILIES, CONTACT THE ARMY WARRIOR TRANSITION COMMAND (WTC):

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